



In-Pact In-Facts

October 2011

This publication is to be distributed exclusively to all employees of In-Pact. For information in regards to this newsletter, contact Toni at the In-Pact office (219) 662-1905.

GROUP HOME SERVICES

Submitted by: **Betty Moody**

76th Avenue News

Jonathan, one of my guys that has been at the 76th group home for nine years, graduated from high school and moved to the 4th Street group home. He is a member of the Friendship Union, which is a self advocacy group. Through this group Jonathan has learned throughout the years what his rights are and he would not hesitate to let anyone know. You can say that he grew up here at 76th and we are all going to miss him dearly.

We welcomed Bryce as a new consumer in August. He will be attending Merrillville High School with Amon. Bryce reminds me of another one of our guys that moved into a adult group home. We are looking forward to enhancing his quality of life. This summer one of our day trips included a day at Navy Pier. All of the guys had a a great time. Amon enjoyed watching the pirate ships. We are looking forward to the holiday season which is just around the corner. Have a Happy Halloween.





Submitted by: **Emerson Caress**

October Supported Services Employee of the Month

She's been a rock, a steady presence for her consumers, an aid to her peers, a comfort for the families and a blessing for management. With the discovery of a significant illness of one of her consumers she returned early from medical leave and even volunteered some of her time to help the consumer and her family. Throughout the years her knowledge of Spanish has been a significant help in keeping communication open with one family and her obvious compassion has elicited grateful praise from management and families as well. She is wise and she is good...

That's why the October Employee of the Month is...

Maria Shea!

The Supported Service Employee of the Month receives a Gift Card for use at a local establishment! As an added bonus some of the Supported Service Employees of the month for this calendar year may attend the IN-ARF conference in Indianapolis next Spring.



Submitted by **Supported Services**

Spotlight Consumer of the Month of October



Robert; Independence is the Goal

“Some people wonder how I can take so many medicines, but they don’t realize that I’ve been taking seizure meds since I was a little baby.” By the time he turned two while he was living in Oklahoma Robert Watson suffered from severe seizure disorder. His mother, a full blooded Cherokee died when he was still a child, and as his siblings moved out he was left to take care of his ailing and elderly father. Robert learned to cook and clean, he worked as a janitor and stayed with his father until he had to be moved into a nursing home. For a while after that he lived with his sister but all the noise and activity of this young family aggravated his seizures, so he left.



Walking to Crown Point from LaPorte he lived on the street for a while until he came to the attention of social service agencies and began to receive services in 1996. More than anything else Robert wanted to live by himself and to be as independent as possible, but his seizures became more and more dangerous resulting in his going into respiratory failure more than once. He was offered the opportunity to have Temporal Lobe Reduction surgery. The risks were great but Robert knew that it was his only chance to gain independence. In the mean time he was living at the Crown Point Apartments. Although he had an apartment to himself the constant activity around him was very disconcerting and brought on more seizures. In 2001 Robert had the surgery.

The surgery worked to some extent, the seizures were reduced and Robert was able to move to an apartment in the community. He worked at the Dyer Presbyterian Church as a janitor to supplement his disability income. He had staff only a few hours in the morning and in the evening and while he was on the job. But still the seizures continued and Robert decided to go back to Cleveland Clinic for another operation in 2006. Since that operation Robert has averaged only two major seizures a year. He lives by himself in an apartment in Cedar Lake, works as a janitor at In-Pact and even has a little Doggie Day Care service. Staff helps him take his meds and get out into the community but they are under Robert's direction and Robert fiercely defends the independence for which he has risked so much.



Submitted by: **Sheila O' Dell**

Group Home of the month:

I love to hear when staff go outside and above the norm to make things happen versus sitting back and expecting the norm! That is what it is all about...raising the bar... raising not only for ourselves, but for the consumers as well. That is what this home did! Just because they may have some tough situations /or behaviors within the home, that does not stop this home from making sure all the consumers go on outings, vacations and experience things in life just the same; whether the situations are difficult or not. So, that is why **200 East is group home of the month!** It is great to know that staff are willing/able to give all of the guys these kinds of opportunities/experiences! Staff are the ones that can make it happen...**way to go 200 East...hats off to you!!**



Training Corner

Submitted by: **Ruth Fields**

The Answers Section

As a direct result from feedback from the recent Staff Satisfaction Survey, monthly we will be providing answers to some of the issues/concerns expressed by staff in an attempt to provide more information. **Bolded** will be the issue/concern brought up through the survey; followed by clarifying information. Please note that these answers are generalized. If there are specific issues at the location you work at, it is encouraged that you follow the chain of command to get those resolved appropriately.

Better behavior plans. Behaviorists need to listen to staff; most of the plans do not work. Staff know better. Behaviorists need to work with the consumers.

There is no denying direct care staff know the people supported better than almost any other staff person. This is why the input of direct care staff is sought after by our behaviorists either directly or through the site's supervisor. To ensure the best plan is in place, direct care staff should make sure to communicate their concerns and ideas to the behaviorist. If most of the behavior plans where you work don't work, there is obviously an issue with either consistency, time or the actual plan. If all the people working with an individual are doing things differently, the plan won't work. Consistency is key to reducing or eliminating behaviors. This is why it is vital to run a behavior program exactly the way it is written. If that is not being done, there is no way of knowing if the plan will work. When a plan is first put in place, you should expect the behaviors to increase for a while before they get better. (This is true for all behaviors and all plans). A plan that appears not to be working in the beginning may just need time to balance out. If a behaviorist sees the plan being run consistently and enough time has passed and the behaviors have not decreased, changes would then be made. The behaviorists base their plans on their extensive knowledge and training in behaviorism. They also do observations on-site, but unfortunately, most of the people we support don't exhibit their behaviors on demand. So, even if the behaviorists came in to work directly with a consumer for a few hours, they still may not see a single behavior. This is why the communication from direct care staff is so important. That communication is what the behaviorists base their plan off of.



October Training Opportunities

Mon, the 10th :Accountability, Observation and Problem Solving 10 am- 12 pm
Tues, the 11th : Accountability, Observation and Problem Solving 5 pm- 7 pm
Mon, the 17th: New Employee Orientation 9 am-5 pm
Tue, the 18th : New Employee Orientation Med Core 9 am-1 pm
Wed, the 19th: New Employee Orientation 9 am-5 pm
Thu, the 20th: New Employee Orientation Crisis Intervention 9 am-5 pm
Mon, the 24th : Current Employee Review 9:30 am- 3 pm
Tue, the 25th : Crisis Intervention Refresher 5 pm- 7pm
Wed, the 26th : NEO Review 10 am- 12 pm

November Training Opportunities

Mon, the 7th :Defensive Driving 1pm- 3 pm
Mon, the 14th :New Employee Orientation 9 am-5 pm
Tue, the 15th: New Employee Orientation Med Core 9 am-1 pm
Wed, the 16th: New Employee Orientation 9 am-5pm
Thu, the 17th : New Employee Orientation Crisis Intervention 9 am-5 pm
Mon, the 19th: Current Employee Review 9:30 am-3 pm
Tues, the 22nd : September NEO Review 10 am- 12 pm
Tues, the 29th: Management Training- topic TBA 10 am-12 pm

Friendship Union News

Annual Halloween Dance will be held on Friday, October 21st at the Clubhouse from 6 pm-8 pm. There will be music, light snacks and a costume contest. No RSVP is required. The cost is \$2.00 a person.

The next meeting will be held on Monday, November 28th at the Clubhouse from 6 pm-8 pm.



In- Pact, Inc. would like to

the following new staff

New Hires

Group Home

Felicia Spencer
Donald Vincent

Supported Services

Denise Conwell
Fredrick Carft
Eumika Cobb
Brandon Stinger
Monique Anderson
Jacqueline Farris
Crystal Fields



HAPPY October BIRTHDAY

Johnny Balentine, Patrick Narin, Cynthia Price, Lynn Phillips, Dorothy Taylor, Debbie Foster, Marie Shea, Cynthia Mercer, Brenda Wright, Toni Applegate, Shennette Robinson, Teshia Norman, Anita Crawford, Juanna Delay, Kevia Pickett, Stacey Watkins, Nicole Papp, Anthony Mytas, Jessie Meyer, Monique Ellis, Steven Mitchell, Charnise McCalister, Jessica Slakaitis, Teresa Domsic



Submitted by: **Tom Atchison**

In-Pact awarded three-year CARF accreditation

CARF International announced from Tucson, Arizona that In-Pact has been accredited for a period of three years for its Community Services: Behavioral Consultation Services, Community Housing, Community Integration, and Supported Living, and Community Employment Services: Job Development, Job Supports, Employment Services and Job-Site Training.

This accreditation decision represents the highest level of accreditation that can be awarded to organization and shows that by receiving a Three-Year Accreditation In-Pact has put itself through a rigorous peer review process and has demonstrated to a team of surveyors during an on-site visit that its programs and services are of the highest quality, measurable, and accountable.

In-Pact is a not-for-profit organization. It has been providing Community Services; Behavioral Consultation Services, Community Housing, Community Integration, Supported Living, Employment Services; Community Employment Services: Job Development, Employment Services: Job Supports, Employment Services: and Job-Site Training services in Northwest Indiana since 1980.

CARF is an independent, nonprofit accrediting body whose mission is to promote the quality, value, and optimal outcome of services through a consultative accreditation process that centers on enhancing the lives of the person served. Founded in 1996 as the Commission on Accreditation of Rehabilitation Facilities, and now known as CARF, the accrediting body establishes consumer-focused standards to help organizations measure and improve the quality of their programs and services.



In Loving Memory of **Guy Matthew Heuck**



December 20, 1972- September 13, 2011

I'm Free

Don't grieve for me, for now I'm free; I'm following the Path God laid for me. I took his hand when I heard Him call; I turned my back and left it all. I could not stay another day, to laugh, to love, to work or play. Tasks left undone must stay that way; I found that peace at the close of day. If my parting has left a void, then fill it with remembered joy. A friendship shared, a laugh, a kiss; Ah yes, these things, I too, will miss. Be not burdened with times of sorrow,; I wish you the sunshine of tomorrow.

My life's been full, I savored much; good friends, good times, a loved one's touch
Perhaps my time seemed all too brief, Don't lengthen it now with undue grief. Lift up your Heart and share with me; God wanted me now, He set me free.



In Loving Memory of

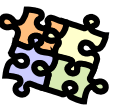


Guy Matthew Heuck

Submitted by: **Club House**

Our Last Baseball Game with Guy!

When Guy arrived to the Club House on September 8, 2011 he was so happy! Guy was excited about playing baseball which is one of his favorite things to do. I remember that day. It was a cold and gloomy day, and despite all odds Guy was ready to go out and play a game of baseball. When we arrived at Lemon Lake Guy had his bat and ball eagerly waiting for the game to start. He watched as his peers rolled down the hill and did flips. Once everyone arrived the game began; the Cubs VS the Sox. Guy's team was the Sox. It was Guy's turn at bat. He hit the ball and he started to shout out "baseball baseball". His staff Amy encouraged him to run to first base. Guy was running to first base when he was tagged out. It was then time for lunch. He ate lunch with his peers and when lunch was over, Guy was ready to finish the baseball game. Unfortunately, his team lost. After the game ended everyone had their favorite treat and was happy. We took the scenic road back to the club house ending a nice fun filled day. We all love and miss Guy; his peers and staff alike.



Submitted by: **Sheila O' Dell**

Lake County Fair

Every year there are so many of our consumers, who look forward to going to the fair. The Lake County Fair designates a special abilities day where it is free before 3:00. Our consumers get to ride and ride and ride from noon to 3:00 and many of them do just that! This event is sponsored by North American Midway and the Lake County Fair Board. We thank them for the invite, so that everyone can enjoy a great day of rides, food and more! Here are just a few pictures of some of In-Pact's consumers that attended the fair this year.

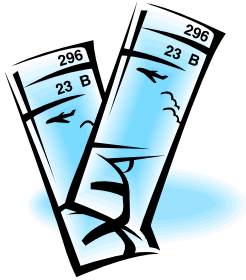






For your Information:

Submitted by: **Ray Giacomini**



Re: 2011 Holiday Raffle

The Fifth Annual Holiday Raffle tickets are now available. The price of the tickets is \$10.00. The drawing will be held on Friday December 17, 2011.

First Place Prize is a 51 inch Samsung Plasma HD TV

Second Place Prize is a Blue Ray Disc Player

Third Place Prize is a Kodak Digital Camera

Fourth Place Prize is \$75.00 Cash

Fifth Place Prize is 50.00 Cash

* Please see Ray to purchase your ticket.

Golf Outing

*2012 Golf Outing: June 22, 2012 mark your calendars.



Adopt the pace of nature: her secret is patience.

Ralph Waldo Emerson



Winner of **Congratulation Card Drawing**:

Submitted by: **Traci Hardesty**

Tiffany Yorek congratulations on your outstanding work this summer. Tiffany planted flowers in the back yard at the Forest group home, and she turned the boring back yard into a flower wonderland. The following, staff received congratulations cards that were placed in the Congratulations Card drawing: Peyton Grizzard, Jonathon Payton, Sharay Reese, and Robyn Bianco. **Congratulations** to you all for your outstanding work.



With the price of gas in the stratosphere, as a service to all of our staff, we will try to help you find gas stations in the area that sell their gas at cheaper prices than most other gas stations. You can go to the following web addresses <http://www.garygasprices.com/>. http://www.gaspricewatch.com/default_V3.asp to find a gas station in the area where you live or work that has the cheapest prices.